



Marine Unmanned Aircraft Squadron 3
(VMU-3)

Commander's Intent

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The Mission of the VMU is to: ***"Support the MAGTF commander by conducting electromagnetic spectrum warfare, multi-sensor reconnaissance and surveillance, supporting arms coordination and control, and destroying targets day or night under all-weather conditions, during expeditionary, joint, and combined operations."***

Our challenge is to execute the mission during times of dwindling resources and in the midst of a geographic move to Hawaii and a total change of physical, political, and cultural environments.

We will meet these challenges and many more by keeping our efforts in focus. With all tasks we execute, we will foster and maintain the **"On Time – On Target"** mentality, combined with the courage and dependability to **"Fight where you are told and win where you fight"**.

Our accomplishments will not only be measured internally by us; our successes will be defined and **measured externally by the customers we work for tactically and the community that we interact with daily.** It will be our proficiency, our readiness, and our daily behavior that builds the Phantom reputation in Hawaii and within the I MEF chain –of-command.

Mission accomplishment is not a byproduct of money, hardware, and resources; instead, it is a direct result of the leadership and discipline within a unit. That leadership and discipline must come from all levels, not just a few sections. **Failure is easy as it only takes the inattention or complacency of a few to ruin things for everyone. Success on the other hand is challenging and takes the efforts of all involved.** Overcoming the challenges and taking the road less traveled is what makes the successes and accomplishments so worthwhile and so memorable.

The new reputation for the Phantoms is ours to shape in Hawaii. In the end, we will know we have been successful as an **aviation squadron** when they don't just ask for us by our platform or community, rather **when they ask for us by name ..."the Phantoms"**. The other way we will know that our leadership and discipline has been successful will be by **how prosperous our people are in and out of the military; whether continuing as part of our organization or as they move on to other things after their time as Phantoms.**

The Marines, Sailors, and family members of VMU-3 are our most precious assets and we will protect them through our courage, discipline, and high standards. We are an organization of performance and pride and we will not tolerate things that jeopardize our mission, our ranks, the fair treatment of others, or the standards of our services. **"Phantoms are: Maximum Impact - No Drama...On Time – On Target"**

Semper Fidelis,

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